



General

ADM, CLK, CLT, MGMT, SUP, TI

ALL BENEFITS ARE PER PAY PERIOD UNLESS OTHERWISE NOTED

| | | |
|---|---|--|
| Representation | Teamsters Local 1932 | |
| Contract Date | 2015-2019 | |
| Health and Welfare | | |
| Benefit Level | Full Time (61 - 80 hours) | |
| Medical Premium Subsidy (MPS) Hired or entering the unit BEFORE June 28, 2014 | Blue Shield Signature HMO Employee Only Blue Shield PPO Employee Only Kaiser Permanente HMO Employee Only Employee + 1 (All Plans) Employee + 2 (All Plans) | \$198.82 \$230.25 \$230.25 \$341.30 \$482.94 |
| Medical Premium Subsidy (MPS) Hired or entering the unit AFTER June 28, 2014 | Employee Only Employee + 1 Employee + 2 | \$198.82 \$341.30 \$482.94 |
| Dental Premium Subsidy (DPS) | Up to \$9.46 | |
| Medical Opt-Out | Before 7/23/05 After 7/23/05 | \$133.85 \$40.00 |
| Medical Waive | Before 7/23/05 After 7/23/05 | \$190.00 \$40.00 |
| Vision | Employer Paid for Employee Only Coverage | |
| Life Insurance - Employer Paid | ADM, MGMT: \$50,000; SUP, TI: \$35,000 CLK, CLT: \$20,000 | |
| Voluntary Term Life | Employee: \$10,000 - \$700,000 Spouse/Domestic Partner: \$10,000 - \$250,000 Child(ren): \$5,000 - \$20,000 | |
| Voluntary AD&D | Employee: \$10,000 - \$250,000 Spouse/Domestic Partner: \$5,000 - \$125,000 Child(ren): \$3,125 - \$25,000 | |
| Leave Provisions | | |
| Vacation | 80-160 hours/year, w/cash-out option up to 60 hours/year if 80 hours of vacation used in previous year | |
| Sick | 3.39 hours/pay period | |
| Bereavement | 2 days per occurrence (3 if traveling > 1,000 miles) | |
| Holiday | 13 + 1 floating/year | |
| Annual | SUP only – 40 hours/year, no cash-out option (use it or lose it) | |
| Administrative | MGMT only – 80 hours/year, w/cash-out option SUP only – 40 hours/year, w/cash-out option | |
| Perfect Attendance | Annual Gym Membership Reimbursement up to \$299 -OR- 16 hours Perfect Attendance Leave | |
| Retirement | | |
| Retirement Formulas <i>Reciprocity provision may apply</i> | Tier I 2.0% at age 55 Hired PRIOR TO January 1, 2013 | Tier II 2.5% at age 67 Hired ON or AFTER January 1, 2013 |

| Retirement - Other | |
|--|---|
| 457(b) Eligible to enroll at any time | Eligible after one year of continuous service in a regular position County matching contribution ½ times employee contribution, up to ½% |
| Retirement Medical Trust Fund – Sick Leave Conversion | Employees become eligible to convert a portion of their sick leave to the Retirement Medical Trust upon attaining 10 or more years of participation with SBCERA and/or other public retirement system(s). |
| Retirement Medical Trust Fund – County Contribution | <u>County Contribution, based on continuous years of service:</u> 10-14 years = 1.00% of bi-weekly base salary 15-19 years = 1.25% of bi-weekly base salary 20+ years = 1.50% of bi-weekly base salary |
| Other | |
| 529 Education Savings Plan | Eligible |
| Annual Tuition Reimbursement | Funds/Amounts depend on bargaining unit |
| Dependent Care Assistance Plan | Eligible |
| Flexible Spending Account (FSA) | Annual Maximum: \$2,650 or \$101.92 per pay period for 26 pay periods |
| Qualified Transportation Plan | Pre-tax deductions of up to \$260/month for qualified transportation (commuter) expenses |
| Short Term Disability | 55% up to \$1,216/week |
| Modified Benefit Option (MBO) | Certain eligible classifications have the option to elect the MBO in lieu of the traditional benefit option, refer to your MOU for details |

The County provides **Premium Subsidies** biweekly to help off-set the cost of your medical and dental premiums.

Example #1: An Accountant I ***hired before June 28, 2014*** elects and maintains Kaiser Permanente and DeltaCare USA DHMO plans with Employee Only coverage.

\$303.53 (combined cost of premiums)
 - \$230.25 (medical premium subsidy)
 - \$ 9.46 (dental premium subsidy)
\$ 63.82 (biweekly out-of-pocket cost)

Example #2: An Internal Auditor II ***hired after June 28, 2014*** elects Kaiser Permanente and DeltaCare USA DHMO plans with Employee only coverage.

\$303.53 (combined cost of premiums)
 - \$198.82 (medical premium subsidy)
 - \$ 9.46 (dental premium subsidy)
\$ 95.25 (biweekly out-of-pocket cost)

Example #3: A Secretary II elects Blue Shield HMO and Delta Dental PPO plans with Employee + 2 or more coverage.

\$794.21 (combined cost of premiums)
 - \$482.94 (medical premium subsidy)
 - \$ 9.46 (dental premium subsidy)
\$301.81 (biweekly out-of-pocket cost)